Gender Equality Steering Group  
28 February 2019  
Principal’s Meeting Room, Level 4

Present: Anne Anderson (Convener), Lynn Abrams, Elizabeth Adams, Alison Carroll, Fergus Brown, Lindsay Farmer, Katie Farrell, Ross Forgan, Cindy Gray, Fatemeh Nokhbatolfoghahai, Gillian Shaw, Mhairi Taylor, Paul Welsh

Apologies: Michelle Bellingham, Michael Brady, Joanne Cardwell, Paul Paterson

Attending: Emily Gough, Karen Morton, Moira Fischbacher-Smith, Janell Kelly (clerk)

1. Welcome, Apologies and Introductions
The Convener welcomed members and noted the Group’s membership had been renewed in accordance with guidance relating to the upcoming institutional Athena SWAN award process.

The Convener expressed her thanks, on behalf of all, to those members who have previously given their time, commitment and shared their experiences in order to advance this group’s work. She highlighted Dr Linnea Soler, Dr Helen Mulvana and Dr Caroline Gauchotte-Lindsay. Members noted Lynn Goodenough and Simon Wilson would continue as alternates for their HR Manager counterparts.

The Convener welcomed Professor Moira Fischbacher-Smith, Assistant Vice-Principal (Learning & Teaching), and Miss Karen Morton, Head of Student Support and Wellbeing attending to speak to agenda items. The Convener also welcomed Miss Emily Gough, observing the meeting in her capacity as Gender Equality Intern within the Equality and Diversity Unit.

The Convener noted the apologies received and invited Introductions.

2 Minutes of the Previous Meeting – GESG/20181107/Minutes1.0
The minutes were approved as an accurate record.

3. Matters Arising – Paper 1
The Convener noted Paper 1 showed a number of the actions from the previous meeting were complete, with updates provided for others. Further specific updates on the following were provided:

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<th>Action Point 1</th>
<th>Athena SWAN data/Qlikview</th>
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<td>K Farrell reported User Testing for Athena SWAN reports within Qlikview has again been postponed by P&amp;BI, due to the lack of robust customised data outputs. GESG will be updated once PB&amp;I advise the system is stable enough for testing.</td>
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<th>Action Point 4</th>
<th>Student Parents’ Policy</th>
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<td>M Taylor advised the Policy has now been fully agreed. Full implementation has been delayed, due to the remaining issues around how ‘parent’ notifications will be captured within the MyCampus system, whilst heeding GDPR legislation. EDU to provide update at next GESG meeting.</td>
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**ACTION: EDU**

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<th>Action Point 5</th>
<th>KPI and Promotions Data</th>
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<td>M Taylor confirmed a working group with Recruitment and External Relations colleagues are reviewing the University’s talent attraction routes and focus. The Convener welcomed this, noting particular focus was needed to ensure Grade 10 roles are targeted properly.</td>
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4. Learning, Teaching and Scholarship Track – Paper 2

M Fischbacher-Smith provided members with an overview of review of the promotions criteria for the Learning, Teaching and Scholarship (LT&S) career track and the progress being seen since the LT&S track was introduced 3 years ago.

Members discussed the reasons behind the review and welcomed the support and guidance given to staff already on or thinking about decided to move on to the LT&S track.

Members noted:

- 53% of those on LT&S track are women.
- Increasing number of people moving from Research and Teaching (R&T) Track to LT&S.
- 25% increase in the numbers on LT&S applying for promotion – success rates for Women are comparable with those on R&T track.
- Some Early Career Development Programme (ECDP) mentors are not as familiar with LT&S track.
- Best Practice examples where Schools are providing specific Promotions support and mentoring are being showcased.

Members thanked M Fischbacher-Smith, noting further data would be required on this area for inclusion in the institutional AS Silver submission.

5. Gender Based Violence

K Morton reported on the activities of the Gender Based Violence Strategy Group, which last met in November 2018 and the Workstream 3 Working Group, which met in January 2019.

- ‘First Responders’ and ‘Front Line’ staff training
  A further 20 ‘Front line’ staff trained, bringing the total to 35.

- Online Reporting for students
  An awareness campaign was launched in January 2019 about the online reporting tool, which went live in November 2018.

K Morton provided brief details on planned future work in this area:

- Senate and EDU are drafting guidance and definition statement.
- Working with Glasgow Caledonian University to set-up a network, similar to Fearless Edinburgh.
- Review of the Online Reporting Tool

K Morton agreed to circulate a full written update paper to members via EDU.

ACTION: K Morton/EDU

K Farrell referred members to Paper 2, noting this had been reviewed by the University’s SFC GAP Working Group. She advised Planning and Business Intelligence had provided refreshed data, based on the current SFC reporting methods.

Members noted:
- Gender gaps in some subjects improved using this method of reporting.
- University should not be complacent even if these results seem better.

7. **Athena SWAN – University Silver Submission milestones – Paper 3**

K Farrell outlined the milestones leading up to the University’s Silver submission at the end of November 2019.

She drew members’ attention to Phase 2 relating to the initial drafting and revision period and reminded those who had volunteered as the core review group, they will be required to provide feedback in time to allow revision and collation prior to submission.

Anyone who becomes aware of any issues which may prevent timely feedback should contact K Farrell as soon as possible. **ACTION: Core Review Team**

8. **Student Issues/Updates**

8.1 – **Family Study Lounge Report – Paper 4**

F Nokhbatolfoghahai presented the report, produced by the Library, on usage and feedback received following the opening of the Family Study Room in September 2017. She noted further improvements to the facilities in the room include the addition of a telephone and more children’s toys.

Members fully endorsed the introduction, noting the uniqueness of the facility and valued the feedback from users. Members suggested future initiatives could include extending similar facilities to other University libraries and some form of in-room entertainment for children during study / exam periods which may allow parents scope to concentrate more while using the room.

F Nokhbatolfoghahai agreed to highlight these to the Library for future consideration. **ACTION: SRC**

9. **Staff Issues/Updates**

9.1 – **2018 Staff Survey - Presentation**

M Taylor delivered a presentation on results from the Staff Survey 2018. This included an overview of the results for the University as a whole, and an explanation of the differences from the previous surveys, which makes direct comparisons more difficult.

M Taylor highlighted:
- Inclusion of new demographic information for Caring Responsibilities.
- The decreasing response rate for men, with an increased response rate for women, when benchmarked against HR Core population.
- 22% response rate for Caring Responsibilities equates to approx. 1200 people.
- 36% response rate for Childcare Responsibilities equates to approx. 1800 people.
- Men feel less supported to have a good worklife balance.
- Carers responded more negatively across the internal benchmarking questions.
M Taylor advised a new Carers’ Policy was already being developed by HR and will look at support in a broader fashion for this group, with the Survey results giving added impetus for this. She agreed to bring a draft to the next meeting.

**ACTION: EDU**

The Convener welcomed EDUs request for further breakdown of the results for both Carers and Parents by Gender and Job Family, highlighting the need to ensure analysis is completed in time to be incorporated into the Institutional Athena SWAN application.

Members discussed the poor responses to the Dignity at Work questions and asked about sector wide best practice to address such issues. M Taylor advised Bystander Intervention training has become more popular in this area however this puts the onus on the bystander, rather than empowering individuals to resolve issues informally and to address the cultural change required.

M Taylor noted further analysis of the verbatim comments was needed. Once complete, she would discuss these results, along with those from the other protected characteristics with the Engagement Steering Group, to look at how best to further address all the issues raised.

**ACTION: EDU**

**9.2 – Research Culture Survey and Awards – Paper 5**

E Adams highlighted the introduction of the University’s new Research Culture Awards which are part of a wider initiative on research culture, full details of which were shown in Paper 5.

She stated award nominations close on 1 May 2019, with winners to be announced at a ceremony hosted by the Principal on 10 June 2019. She also highlighted a follow-up event, planned for 2 September 2019.

Members welcomed these University of Glasgow awards, which appear to be unique within Higher Education. They commended the celebration and promotion of collegial behaviours and positive research culture, noting the best practice event should highlight, not just of the award winners, but those nominated too.

E Adams confirmed details of the awards nomination process and deadlines have been sent to Research Deans and leads within all Schools and Research Institutes.

**10. Items for Information**

**10.1 – SFC Gender Action Plan – Annual Progress Reports**

Members were provided with links to the SFC’s own GAP Progress and Technical reports.

[SFC GAP Progress Report (Feb 2019).pdf](#)

**11. Any Other Business**

No further items were raised.

**12. Date of Next Meeting**

30 May 2019 at 10:00 – 11:30 in Room 356, Level 3, Main Building.